Invitation to apply for equality stimulus funding - financing of visiting professor of the underrepresented gender

Background
The equality measure financing of visiting professor of the underrepresented gender, stems from efforts to achieve a more equal gender distribution among Lund University’s professors. Even the fixed-time appointment of a visiting professor of the underrepresented gender can create a positive effect regarding gender equality, which is why SEK 8 million has been set aside for this for 2020. The symbolic significance of a visiting professor of the underrepresented gender sets an important example to the career prospects of students, doctoral students and teaching staff.

Faculties/equivalents at Lund University can apply for funds for the appointment of a proposed visiting professor of the underrepresented gender. The maximum of funds that can be applied for is SEK 2 million per proposed visiting professor.

Apply by the 31st of January 2020.
Conditions
A requirement for being granted funding for a visiting professor according to the above is that the proposed visiting professor is employed as a professor (in accordance with the requirements of the Higher Education Ordinance and internal guidelines of Lund University) at a higher education institution other than Lund University or satisfies the requirements in the Higher Education Ordinance and Lund University internal guidelines for appointment as professor. A statement attached to the application is to certify that the proposed candidate meets the requirements for appointment as professor, in the case that person is not employed as full professor.

The visiting professor is to be of the underrepresented gender in the environment the professor is to be active in, and it is to be clearly stated how the professor can help to facilitate the work towards a gender equal environment and serve as an example to students and staff in the relevant subject.

Application for funding
All faculties/equivalent at Lund University have the opportunity to apply for funds to employ a visiting professor of the underrepresented gender. In the assessment of the proposals, special emphasis will be placed on the need for a visiting professor of the underrepresented gender in the environment the professor is to be active in. In cases where an environment has a very uneven gender distribution, funds can be granted for two visiting professors for the same environment.

Application requirements
For an application to be processed, the following information is to be clearly presented in the proposal:

- That the candidate is employed as a professor at another higher education institution, in accordance with the Higher Education Ordinance and internal Lund University guidelines,
- or certified by the Faculty’s recruitment board that the person satisfies the requirement for appointment as a professor, in accordance with the same regulations.
- A presentation of the candidate’s research and teaching qualifications as well as other qualifications of importance for the work and study environment, including a complete CV
- Planned duties
- Applied amount,
- Budget, with starting date/s and duration of the stay/s at Lund University
- Percent of full time (up to 100 %)
- Contact person for the application (at the department/equivalent)
- What impact is the visiting professor expected to have from a gender equality perspective, both during and after the appointment:
  - In what way can the professor contribute to attract and support people of the underrepresented gender in the specified workplace’s research and teaching?
  - In what way can the professor contribute to all levels of education and research?

1 “Environment” refers to research, teaching, a subject, faculty, department
A justification of why this workplace in particular has a need for a visiting professor of the underrepresented gender – what are the consequences if the workplace is considered to be same-gender or moderately gender integrated?

**Follow up**

A financial report is to be sent to: jol@hr.lu.se by the principal applicant, after the end of the visit. The visiting professors impact is to be documented continuously in the organisation’s equal opportunities report, and a copy is to be sent to jol@hr.lu.se. A template for the equal opportunities report can be found at: https://www.hr-webben.lu.se/arbetsmiljo/diskriminering/systematiskt-forebygga-mot-diskriminering.

The aim of having the follow up in the equal opportunities report is to give the University an overall picture of the risks for discrimination and reprisals, or if there are other obstacles for individuals’ equal rights and opportunities in operations that the organisations have identified. It will also provide valuable information about how the organisations successfully work to counteract or eliminate risks and obstacles. Best practice can be shared with other parts of the organisation or repeated in university-wide initiatives.

The report on the initiative will be followed up by the Council for Gender Equality and Equal Opportunities, which reports to the vice-chancellor and the vice-chancellor’s Management Council.

**Apply by 31 January 2020 at the latest**

The complete application is to be sent by email to jol@hr.lu.se, by 31 January 2020 at the latest. Applications and relevant attachments are to be marked with the proposed candidate’s name and the reference no STYR 2019/1563.

**Questions**

If you have any questions about the application or interpretations of the invitation, please contact Lena Lindell, HR consultant, or Hanna Björklund, coordinator (administrative support in the Council for Gender Equality and Equal Opportunities). Questions are to be sent to jol@hr.lu.se

**Processing of applications and decision on allocation**

The vice-chancellor makes a decision on the allocation of funds after the applications have been processed by a working group from the Council for Gender Equality and Equal Opportunities.

**Next call for applications**

Provided that the University Board will allocate stimulus funding for equality measures for the upcoming year, a new call for applications will be issued in October 2020.

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2 The term same-gender is commonly used when 80 % are of the same gender. If the ratio is 60–79 % of the same gender, the term moderately gender segregated is used, and if the ratio is 40–59 % it is deemed to be gender integrated (Dahlerup, Drude 2010, Jämställdhet i akademin: en forskningsöversikt [Gender equality in academia: a research overview]. Stockholm: Delegation for Gender Equality in Higher Education.)